



INNOVATIVE SAFETY SOLUTIONS

Safety Solutions Through Training, Consulting, Staffing

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DEVELOPING A PSYCHOLOGY OF SAFETY FOR BETTER PRODUCTIVITY & WORKER SAFETY



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MORE INFO & SERVICES

Innovative Safety Solutions helps public organizations and private companies maintain a healthy and safe workforce, and a liability-free track record. ISS offers cutting-edge, cost-effective safety solutions, including:

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SUMMARY

Many organizations' health and safety programs emphasize prevention of workplace injuries and illnesses. However, these programs often fall short because they do not include the human factor in their planning. Humans are the world's most complex life forms, with complex emotions, thoughts, and actions. All of which directly impact each other, and which can lead to worksite injuries, lost productivity and liability issues. Organizations can help forestall these issues by including a Psychology of Safety in their programs.

DIRECT IMPACT

The National Safety Council (NSC) reports that in 2017, nearly 5,200 workers were killed in on-the-job situations and that, on average, an American worker is injured on the job every 7 seconds. That equates to about 4.6 million injuries and 104 million lost production days annually.

Building and maintaining a Psychology of Safety in the work force creates:

- Increased productivity
- Higher quality of work
- Workforce stability because of reduced injuries/fatalities
- Lower liability risk
- Overall increase of employee mental health and wellness





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OVERVIEW

Have you ever had an employee who missed time due to a “family issue” or a manager who is “out of it” on the job? Everyone has. Simply put, the reason for the overwhelming majority of these situations is because humans are involved. We all have marriage issues, revolving credit card debt, houses, children, vehicles, schooling, and many more stressors that directly affect our ability to focus on our tasks, be present in the moment, and maintain our awareness levels. Stressors become a major problem for employee health and safety when they cause employees to work in a distracted or emotionally vulnerable state of mind.

Do you really want an operator of a complex and dangerous machine thinking about a fight with their spouse over money? How do you think they are feeling in this state? Are they focused, clear and concise? Or are they distracted, foggy, and muddled? Also, when a worker is hurt on the job, it is a fact that many of them become depressed and/or anxious, which further reduces their quality of life and affects your bottom line.

Organizations can combat this situation by committing to adding a broader perspective to their safety and wellness programs. And when appropriate, seeking professional help and counseling on the procedures and practices involved in making a Psychology of Safety an integral part of their safety and wellness programs.

STEPS TO BUILDING A PSYCHOLOGY OF SAFETY

- A. Make developing and maintaining a company-wide Psychology of Safety a top priority.
- B. Establish staff programs on training to help them manage their emotions, thoughts, and stressful situations.
- C. Create training programs for managers on ways to spot employees who may be vulnerable due to outside stressors.
- D. Develop support groups and private counseling options, and ensure employees have private and effective ways to talk about and manage difficult emotions, thoughts, and anxieties.
- E. Make sure employees feel comfortable talking with supervisors, and have top management proactively encourage all employees to reach out and speak with someone when life gets tough and dangerous thought patterns emerge.
- F. If appropriate, have professional help assess whether workplace stress is adversely affecting your organization and, if so, develop a Psychology of Safety module that can be incorporated into your ongoing training and safety programs.

If organizations care about an employee’s mental health and wellbeing as much as they do their physical safety, you will find an organization with low turnover, satisfied and motivated workers, and on-the-job injury rates that are far below industry averages.

Your employees are your most important asset. Take necessary steps to ensure each of your employees can work through their stressors, anxiety and difficult situations through a safe and private process. Your organization will be brighter and better because of it.